

**MINUTES OF THE  
ECONOMIC DEVELOPMENT AND HUMAN RESOURCES  
APPROPRIATIONS SUBCOMMITTEE  
ROOM 225 STATE CAPITOL BUILDING  
January 22, 2004**

**Members Present:** Sen. Scott Jenkins, Co-Chairman  
Rep. Sheryl Allen, Co-Chairman  
Sen. Curtis Bramble  
Sen. Gene Davis  
Rep. Jackie Biskupski  
Rep. Greg J. Curtis  
Rep. Steven R. Mascaro  
Rep. Carol Spackman Moss

**Members Absent:** President Al Mansell

**Staff Present:** Dr. Andrea Wilko, Fiscal Analyst  
Cherri White, Committee Secretary

**Note:** A list of visitors and a copy of handouts are filed with the committee minutes.

Co-Chair Allen called the meeting to order at 2:23 p.m. and asked that the committee members introduce themselves. Co-Chair Allen then turned the meeting to Dr. Wilko for the budget overview.

Dr. Wilko indicated that the budgets presented would reflect the reductions incurred for FY 2001-2004; additionally, the budgets reflect on-going costs from the prior budget year increases. Dr. Wilko further indicated that the committee has been requested by Executive Appropriations to prepare a prioritized list of critical issues that they would recommend funding.

## **HUMAN RESOURCE MANAGEMENT**

The Department of Human Resource Management manages the state's personnel system. In conjunction with this the department conducts an annual salary market comparability study. In line with this study salary/benefit recommendations for FY 2005 include five options with costs ranging between \$15.4 million and \$69.6 million. For the coming year the department goals for the administration section include the following:

- Enhancing the workforce planning initiative by building a trending database.
- Completing the Utah Job Match
- Developing an employee portal.
- Building a model for policy compliance based on training and monitoring.

It should be further noted that the following statewide systems are supported by DHRM:

- HRE (HR Enterprise)
- TRM (Training Records Management)
- Employee Profile

- HR Datawarehouse
- UHM (Utah Job Match)
- Utah Skill Match
- Lifestyle benefits
- UMD (Utah Master Directory)
- HR On-Line Reports

Executive Director, Department of Human Resources Management, Kim Christensen presented the departments concerns regarding a total compensation index in comparing state employees wage and benefit package to the private sector. Mr. Christensen indicated that the constant erosion of wages and benefits has created a situation where on average, for calendar year 2003, the salary index indicates salary at 18.1% below market. When benefits are factored in a total compensation index indicates a wage and benefit package at 14.6% below market. (See handout on file.) Mr. Christensen addressed questions from the committee regarding wages and the comparability to the private sector.

Dr. Wilko presented the Analyst's recommendation for Career Service Review Board. Dr. Wilko indicated that this board is set up through statute. The board is responsible for resolving grievances. It is the boards policy to resolve these grievances at the lowest possible managerial level. It was further indicated that due to a number of issues, including, working conditions, wage, and disciplinary issues, the board is handling an increase in caseload. As these grievances move through the system and reach the full board in the appeal process costs increase as these cases must be transcribed. It is estimated that the Career Service Review Board would be in need of an increase in funding for FY 2004 and FY 2005 of \$40,000 in order to stay within their budget.

Bob Thompson, Career Service Review Board, indicated to the committee the process that a grievance takes from the time one is filed until resolution. Mr. Thompson indicated that a grievance can be resolved at any of the five stages in the process, however, the further into the process it goes, the more cost that is associated with it. Mr. Thompson further indicated that it would be his desire that an increase of \$40,000 in his funds would allow the board to continue with its statutory requirements. (see handouts on file)

Co-Chair Allen called for a motion to adjourn.

**MOTION:** Senator Bramble moved to adjourn. The motion passed unanimously and the meeting adjourned at 3:50 p.m.